STAFF CYMORTH YSGOL

Digon yw Digon



Pleidleisiwch ie!

Dros weithredu ar gyflogau

Wedi blynyddoedd o leihad mewn cyflogau, mae staff cymorth ysgol wedi cael digon. Mae'n hen bryd gweithredu. Os ydych chi'n gweithio mewn cyngor neu ysgol, byddwch yn derbyn papurau pleidleisio pwysig trwy'r post yn fuan. Rydym yn gofyn i chi bleidleisio dros streicio - i weithredu er mwyn gwella eich cyflog. Digon yw digon!

Ein cais i'n haelodau yw 'Pleidleisiwch ie!' dros weithredu ar gyflogau.

Beth sydd angen ichi ei wneud?

Byddwch yn derbyn llythyr pwysig a'ch papur pleidleisio yn y post o 1 Rhagfyr. Rhaid i bob aelod gwblhau a phostio ei bapurau pleidleisio er mwyn i ni eu derbyn erbyn 14 Ionawr. Dyma sut gallwch sicrhau'ch bod yn defnyddio eich pleidlais ac yn gwneud i'ch penderfyniad gyfrif.

Gallwch ofyn am gael anfon papur pleidleisio newydd i chi trwy fewngofnodi i 'My Unison' ar my.unison.org.uk neu ffonio'r llinell gymorth ar 0800 0 857 857 – mae ar agor rhwng 9 Rhagfyr a 10 Ionawr.

UNISON
the public service union

Pam ddylwn i bleidleisio dros streicio?

Fe wyddom nad yw hyn yn rhywbeth fyddech chi'n ei wneud ar chwarae bach. Mae'ch swydd yn hynod bwysig, ac mae pobl yn dibynnu arnoch. Buoch yn gweithio'n ddiflino trwy gydol y pandemig, i sicrhau bod ysgolion yn dal ar agor ac y gellid dal i ddarparu prydau ysgol am ddim.

Ond mae eich cyflogwr wedi cynnig codiad cyflog i chi, a gweithwyr cynghorau ac ysgolion eraill, o 1.75% (neu 2.75% os ydych chi ar y pwynt cyflog isaf). Efallai eich bod yn meddwl bod hyn yn well na dim – ond gyda chwyddiant ymhell dros 3%, **mewn gwirionedd mae'n doriad cyflog.** Eleni, bydd pob punt yn eich pecyn cyflog yn cyfrif.

Daw hyn wedi **degawd o ddirywiad mewn cyflog.** Mae gwerth eich cyflog nawr 25% yn is nag yr oedd yn 2010! Flwyddyn ar ôl blwyddyn, mae wedi'i erydu.

Oni bai ein bod yn dweud 'digon!', bydd eich cyflog yn gostwng ymhellach, ac ni fydd y rhai sy'n didoli'r arian yn cael eu cosbi. Mae'n hen bryd gweithredu.

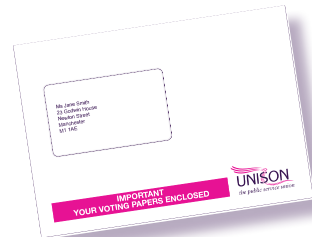
Beth allaf i ei ddisgwyl?

Dim ond pan fetho popeth arall fyddwn ni'n gofyn i aelodau streicio. Rydyn ni'n dal i ddefnyddio popeth o fewn ein grym i wneud i'r cyflogwr wella ei gynnig trwy drafodaeth. Ond os na wna hyn, mae angen i ni sefyll ein tir gyda'n gilydd. Byddem yn cychwyn gydag un diwrnod o weithredu. Os na fydd hyn yn ddigon i'w orfodi i gallio, efallai y bydd angen dyddiau pellach o weithredu arnom. **Ar hyn o bryd, dim ond angen gwybod a fyddech chi'n fodlon streicio ydyn ni.**

Fyddwch chi ddim ar ben eich hun. Bydd 375,000 o bobl yn gweithio mewn cynghorau ac ysgolion ym mhob rhan o'r DU yn pleidleisio hefyd. A bydd gennych chi gefnogaeth undeb fwyaf y Deyrnas Unedig – mae hynny'n 1.3 miliwn o bobl yn gefn i chi. Bydd UNSAIN gyda chi bob cam o'r ffordd.

Dyddiadau allweddol:

- **1 - 14 Rhagfyr**: Byddwch yn derbyn eich papur pleidleisio trwy'r post
- **10 Ionawr:** Cyfle olaf i ofyn am bapur pleidleisio newydd
- **14 Ionawr:** Rydym angen derbyn eich papur pleidleisio erbyn y dyddiad yma



Byddwn yn cyhoeddi'r canlyniadau a'r camau nesaf yn fuan wedyn.

Dyma eich penderfyniad chi ar eich cyflog chi. **Defnyddiwch eich pleidlais. A pleidleisiwch ie dros streicio.**

Gofynnwch i'ch cydweithwyr ymuno â ni ar **join.unison.org.uk**

Am ragor o wybodaeth ewch i **unison.org.uk/LGpay**

Cyhoeddwyd gan UNSAIN, UNISON Centre, 130 Euston Road, Llundain NW1 2AY. CU/November 2021/26624/stock number 4284/print ref. 16026.

Why should I vote for strike action?

We know this is not something you do lightly. Your job is incredibly important, and people rely on you. You worked tirelessly throughout the pandemic, to ensure schools remained open and that free school meals could still be provided.

Yet your employer has offered you, and other council and school workers, a 1.75% pay rise (or 2.75% if you are on the lowest pay point). This might sound like it's better than nothing – but with inflation well above 3%, **it's a real terms pay cut.** This year, every pound in your pay packet will really count.

It comes after **a decade of declining pay.** The value of your pay is now 25% lower than it was in 2010! Year after year, it's been chipped away.

Unless we say 'enough!', your pay will fall further, and those holding the purse strings will get away with it. It's time to take action.

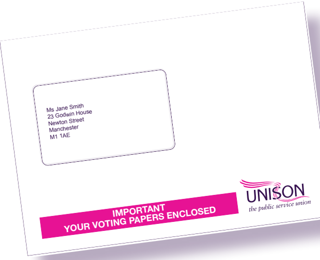
What can I expect?

We only ask members to go on strike as a last resort. We're still using every means possible to make the employers improve their offer through negotiation. But if they don't, we need to stand firm together. We would start with an initial day of action. If this wasn't enough to force them to their senses, we might need further days of action. **At this stage, we just need to know if you would be willing to go on strike.**

You will not be alone. 375,000 people working in councils and schools throughout the UK will be casting their votes too. And you will have the backing of the UK's largest union behind you – that's 1.3 million people on your side. UNISON will be with you every step of the way.

Key dates:

- **1 - 14 December**: You will receive your ballot paper in the post



- **10 January:** Last opportunity to request a replacement ballot
- **14 January:** We need to receive your ballot paper by this date

We will announce the results and next steps soon afterwards.

This is your decision on your pay. **Use your vote. And vote yes for strike action.**

Ask your colleagues to join us at **join.unison.org.uk**

For more information go to **unison.org.uk/LGpay**

Published by UNISON, UNISON Centre, 130 Euston Road, London NW1 2AY. CU/November 2021/26602/stock number 4281/print ref. 16017.

SCHOOL SUPPORT STAFF

Enough is enough



Vote yes! for action on pay

After years of declining pay, school support staff have had enough. It's time to take action. If you work in a school, you will receive important voting papers through the post soon. We are asking you to vote to strike - to take action to improve your pay.

Enough is enough!

We are asking members to 'Vote yes!' for action on pay.

What do you need to do?

If your school is eligible (most are), you will receive an important letter and your ballot paper in the post from 1 December. Every member must fill out and post their voting papers so that we receive them by 14 January. This is how you ensure you use your vote and make your decision count.

You can get a replacement ballot paper sent to you by logging into 'My UNISON' at my.unison.org.uk or call the hotline on 0800 0 857 857 – it's open between 9 December and 10 January.

UNISON
the public service union